Joint Duty Assignments (JDAs)

Timing in Performance Evaluation Period	Timing in JDA	Pay Pool consideration by	
Less than 90 days from end of rating period	Just beginning a JDA	Home Element	
Less than 90 days from end of rating period	Just ending a JDA		Gaining Element
End of Performance Evaluation Period	Ongoing JDA		Gaining Element
More than 90 days left in the rating period	Just beginning or Ongoing JDA*		Gaining Element
More than 90 days left in the rating period	Returning to home element from JDA**	Home Element	

*The home element may consider the employee for a non-pay pool award for performance that occurred before the start of the JDA and must also complete a closeout performance evaluation, provided at least 90 days of performance was completed at the home element prior to departure

**The performance evaluation for the period of time in the JDA is used to inform the final evaluation of record at the home element, in accordance with Volume 2011.